MAY 2008 • VOLUME 2, ISSUE 5

Labour Market News

CENTRAL ALBERTA

Alberta Employment and Immigration

JOB SEEKERS

Growing green

Landscape and horticulture careers

Creating attractive and functional outdoor spaces is the job of landscaping and horticultural technicians and specialists.

These workers combine their artistic talents with their knowledge of plants and other landscaping materials to design, build and maintain the public, residential and commercial green spaces we all enjoy.

Demand for skilled workers in this industry is high across Alberta. A 2007 list of Alberta's top 50 jobs with the highest vacancy rate puts landscape and horticultural workers at number three. Olds College, which offers several horticulture programs, held a job fair last year where employers looking for workers outnumbered horticulture students five to one.

"Employers want our graduates," says Carole Calenso-Fair, chair of the college's School of Horticulture. Grads are almost guaranteed employment and they can choose who they want to work for, she says.

Specializations

There are many career paths to choose from in this industry. Here are some professions to consider:

- ☑ **Arborist**—Examines trees and shrubs to diagnose and treat problems
- ☑ **Horticulturist**—Plans the growth and use of plants for landscaping, ornamental uses and other purposes

Continued on page 2

Outdoor jobs in landscaping and horticulture may require physical labour such as lifting and moving heavy materials and objects.

Group insurance plans can help with employee recruitment and retention.

EMPLOYERS

The benefits of group insurance plans

Small business owners are finding big benefits when it comes to offering their employees group insurance. In today's competitive job market, having a group benefit plan can be a great advantage in attracting and retaining employees. It's a reality more and more small businesses are catching on to.

Numbers from the Red Deer and District Chamber of Commerce show an increasing number of small businesses are offering group insurance. Currently, about 135 chamber members purchase group insurance through the Chambers of Commerce Group Insurance Plan (www.chamberplan.ca).

"Two years ago I think it was about 75 to 80 employers," says Rick More, the chamber's interim executive director.

The chamber plan provides coverage—such as health, dental and disability insurance—for Alberta and Saskatchewan businesses with under 50 employees.

Attraction and retention tool

"The labour pools are depleted and employers are looking at anything to retain employees. The feeling is they're more apt to retain people with a group plan in place," says More.

Susan Bramm, spokesperson for Alberta Blue Cross (www.ab.bluecross.ca), the province's largest provider of health and dental benefits, agrees.

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See page 7 for a related Best Practice story.

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Planting the seeds for a thriving career

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- **Turfgrass specialist**—Maintains health and appearance of greenery at golf courses, parks and athletic fields
- **Landscape designer/landscape architectural technologist**—Designs and develops outdoor and indoor environments
- **Landscape gardener**—Works with other trades in landscaping maintenance and design
- **Landscaper**—Plans and constructs landscaped environments

Education vs. experience

Employers often prefer, and sometimes require, a related degree or diploma from a university or college. However, on-the-job work experience is also valued.

Jon Blocksom, owner of Red Deer-based Alberta Landscape Construction Corp., gained experience as a labourer before starting his own business. Many of his supervisors have no formal landscaping education. "We employ people with varying degrees of education but it's not a must to work in our company. Some staff have educational backgrounds not related to landscaping, such as construction, farming or nurseries. They gained their landscaping skills through work experience," he says.

Employers say a great way to get experience—and see if you like the work—is to start as a seasonal labourer. "Then go to school in the winter when it's slow," says Blocksom.

Seasonal work

In Central Alberta, the busy season for landscaping and horticultural businesses is typically April to November. Workers may be laid off in winter. However, there are increasing opportunities to work year round. For example, arborists and horiculturalists can work year-round, and designers can plan projects over the slow winter months.

Employers are also starting to diversify in order to retain experienced staff and keep them on the payroll year round.

"Employers are bending over backwards these days to do different kinds of work in the winter so they can keep their supervisory-level employees year round," notes Calenso-Fair.

Education and training opportunities

Olds College School of Horticulture (www.oldscollege.ca) offers several programs including:

- Landscape Gardener Apprenticeship Program
- Two-year diplomas in Production Horticulture, Turfgrass Management and Ornamental Horticulture (with majors in landscape management or arboriculture)
- Bachelor of Applied Science degree with majors in production, landscape management or golf course management

The Landscape Alberta Nursery Trades Association (www.landscape-alberta.com) administers the international Certified Horticultural Technician, Certified Landscape Professional and Certified Landscape Designer programs. These professional designations are for people already working in the industry.

Of course, for many people one of the draws of working in this industry is having time off in the winter to travel, continue their education or diversity their career, she adds.

Work conditions

Work is often outdoors, especially in summer. Some jobs are indoors, though. Designers, for example, may work indoors in an office environment, planning projects on computer using drafting software. People who work in construction, planting or maintenance often work long hours in the summer. They may work five to six days a week in the busy season. Some jobs require physical stamina for digging, lifting or using tools and equipment.

Can you dig it?

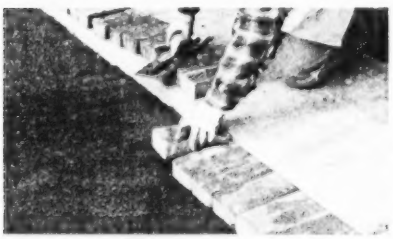
Creating beautiful environments for the enjoyment of others makes working in landscaping and horticulture a rewarding career. "I have an artistic slant. I just naturally gravitated towards the creativity of the job," notes landscape designer and horticulturalist Darryl Beck, who owns Creative Landscaping in Delburne.

Fern Kobewka, design manager of Prairie Scapes in Bowden, says besides creativity, people in the industry also need good customer service and communication skills.

"It's about trying to satisfy your client's needs and wants in an environmentally conscious manner that looks appealing and is functional. That's what I love about this career—being able to help people extend their living space and enjoy their yards," says Kobewka.

Ongoing learning and research is also important to keep up with changes, she adds. The industry is constantly evolving with new products and techniques being introduced.

LANDSCAPE & HORTICULTURE SNAPSHOT



HOURS

During the busy season, typically from April to November, workers often put in 10 to 12-hour days. They may be laid off in the winter, although some employers are providing year-round work for their most skilled workers.

WAGES

Wages vary widely depending on education, experience and the job. Local employers are paying labourers around $12 to $18 per hour. Visit www.alis.gov.ab.ca to check WAGEinfo for other occupations in landscaping and horticulture.

WHERE TO FIND WORK

Look for potential employers in the business directory under categories like Greenhouses, Landscape, Tree Service, Sodding or Golf Courses. Jobs, especially for seasonal work, are often posted in local newspapers and online at www.jobbank.gc.ca.

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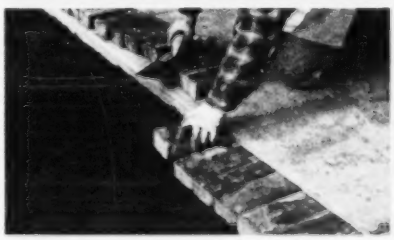

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Getting the dirt
Landscape and horticulture jobs

JOB SEEKERS Careers TO CONSIDER

The following jobs fall under the Landscape and Horticulural Technicians and Specialists National Occupation Classification (NOC 2225). According to the 2007 Alberta Wage and Salary Survey, the average starting wage for this group is $16 per hour, with an average top wage of $24.44 per hour.

ARBORIST

Arborists plant and maintain healthy trees and treat or remove injured, diseased and hazardous trees. The job includes pruning trees to maintain their health and improve structure, diagnosing and treating problems, tree planting, fertilizing and providing advice on tree care. Arborists may provide tree protection during construction activities, appraise the monetary value of trees, develop plans and budgets for tree work, provide information to the public, supervise tree crews and provide consulting services. Arborists usually work in urban settings in crews of two to six people. Work is mostly outdoors and often year-round. It may involve physical exertion, lifting heavy objects and climbing. Long hours may be required in spring and summer, especially after storms. Arborists use various tools, equipment and chemicals and must observe safety precautions to avoid injury.

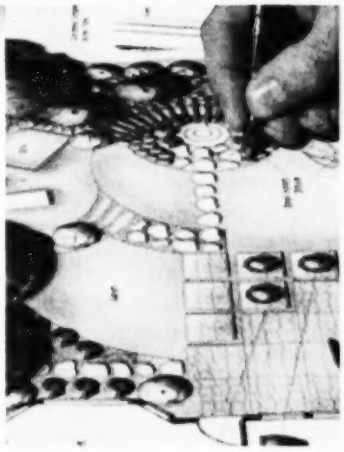
Training: Olds College (www.oldscollege.ca) offers a two-year Ornamental Horticulture program with a major in arboriculture.

TURFGRASS MANAGEMENT SPECIALIST

Turfgrass management specialists maintain grass at places like golf courses, parks and athletic fields. They may also own or manage turfgrass or landscape contracting businesses or work as consultants or sales reps in the turfgrass industry. The job includes directing the maintenance of turfgrass areas, plants and irrigation systems. Specialists decide what type of grass to grow, prepare and manage budgets, order plant material and supplies, hire and train staff and keep records. They follow pest management practices to identify and control problems caused by insects, animals, plant diseases and weeds. They work indoors and outdoors year round. Hours may be long and irregular in warmer months. They may have to do physically demanding work such as laying sod, planting vegetation and turf maintenance.

Training: Olds College (www.oldscollege.ca) offers a two-year Turfgrass Management Diploma, with the option of stepping into the third year of the college's Bachelor of Applied Science degree with a golf course management major.

LANDSCAPE ARCHITECTURAL TECHNOLOGIST

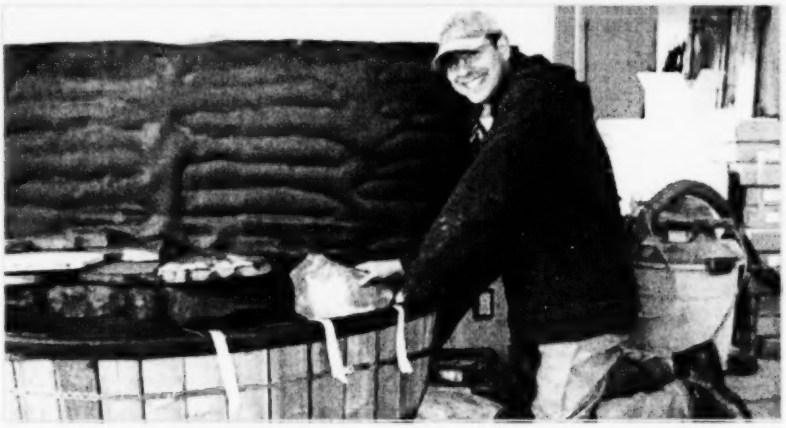


Landscape architectural technologists assist landscape architects, engineers and other professionals in designing and developing outdoor and indoor environments. They help design everything from residential, commercial and industrial landscapes to public parks, resorts and entertainment facilities. The job includes drafting plans, preparing graphic drawings and computer-assisted technical drawings, constructing models, estimating project costs, inspecting construction, consulting with clients and selecting plants, materials and furnishings. Technologists work indoors in office environments and outdoors on construction sites. They usually work standard office hours but overtime may be required. The job requires broad technical knowledge combined with an understanding of the aesthetic and functional aspects of natural and ornamental landscapes.

Training: The Northern Alberta Institute of Technology in Edmonton (www.nait.ca) offers the only two-year Landscape and Architectural Technology diploma program in Alberta.

WHAT IS IT LIKE TO BE A ...

Landscape gardener



Landscape gardener Bernie Rabski installs an indoor waterfall.

How did you start in this career?

My first real gig was in my backyard vegetable garden when I was a kid. I always liked being outside watching things grow. In high school, I worked as a labourer doing spring clean-up. I started my own landscape maintenance company around 2003 when I lived in Edmonton. The business failed miserably—I just wasn't prepared and had no education or referrals. I moved to Red Deer to take my Bachelor of Arts, but then decided to get into the trades. I started my landscape gardener apprenticeship in January 2005. Between studying at Olds College and doing my apprenticeship, I also started a landscaping company three years ago, The Happy Gardener. I just completed the fourth year of my apprenticeship, passed the provincial exam in March and am now a certified journeyman running my business.

What do you enjoy about your job?

We specialize in xeriscaping, which is low maintenance water-wise gardening. We do design and consultation and then we install smart plant material, paving stones and retaining walls. I love creating and working with natural materials. I like to make the world a greener, more beautiful place.

Would you choose this career again?

Yes, because it lets me do what I love while bringing in an excellent income.

Does your job affect your lifestyle?

It severely limits the time I get to spend at home during the summer, but I have tons of time to play during the winter. I can make enough money in seven months that I don't have to work in the winter. I average 10 to 12 hours a day during the summer. I take weekends off to work on my own yard.

What are some of the challenges of your job?

You have to be detail oriented. It's easy to do the big-picture stuff, but it's the planning ahead for all the small details and being organized that's more challenging. Finding good help is also a huge challenge, and the material costs keep going up.

What are your career goals?

Within five years I hope to have my own tree nursery, as well as eight to 12 regular staff during the summer. Eventually I hope to move somewhere where I can landscape outdoors year round. I hope to continue to specialize in zero-water landscaping.

What advice would you give to someone looking at this career?

I recommend starting as a labourer for two or three years to learn the basics of the industry. Apprentice under a journeyman landscape gardener. Try all the different areas of landscaping before picking a specialty. I've been really fortunate to learn from some awesome landscapers. I worked on a golf course, a tree farm and the City of Red Deer parks and just learned a ton from those people, as well as my teachers at Olds College.

CAREER PROFILE

Bernie Rabski

Rabski recently completed the landscape gardener apprentice program at Olds College and has started a small landscaping business. While being a journeyman isn't necessary to work in landscaping, Rabski believes his education and apprenticeship training have helped his business attract new clients. "Clients know that I have the knowledge and I'm reliable. I would highly recommend apprenticing because you get the experience and the classroom knowledge," he says. Working in landscaping is often seasonal. In the winter, Rabski builds indoor water gardens, does some snow removal work and he also takes time off with his family.

Working as a LANDSCAPE GARDENER (NOC 2225)

Wages	Landscape gardeners fall under the Landscape and Horticultural Technicians and Specialists occupation category. According to the 2007 Alberta Wage and Salary Survey, the average starting salary for this occupation is $16 per hour to start, with a top average wage of $24.44 per hour.
Education	Olds College offers a four-year Landscape Gardener Apprenticeship Program. Each year of their apprenticeship, students take eight weeks of technical training and a minimum 1,200 hours of on-the-job training. For more information, visit www.oldscollege.ca or www.tradesecrets.gov.ab.ca.
Hiring Tips	Many landscape gardeners start their careers as seasonal landscape labourers or apprentices. Local landscaping employers are gearing up for the busy summer season and are having a difficult time recruiting both entry-level and experienced workers. To contact potential employers, look in the business directory under Landscape. Many Central Alberta landscaping companies also post jobs online at the Canada-Alberta Job Bank (www.jobbank.gc.ca) or in local newspapers.

Mature **workers ...**

Returning to work after retirement

JOB SEARCH TIPS

work it out

A growing number of retirees are choosing to return to work after retirement. For many, retirement no longer means never working again.

There are a variety of reasons why retirees are re-entering the job market. Some do so for financial reasons. Others may want to stay mentally and physically active, try a new career or share their skills with a younger generation of workers.

"People are beginning to re-evaluate how they view retirement," notes Mary Roy, an employment specialist with Employment Placement Support Services in Red Deer.

A Statistics Canada General Social Survey conducted in 2002 found that 22 per cent of retirees had taken paid work after retirement. Luckily for retirees, the labour shortage in Alberta and across Canada is slowly helping to change the way employers view mature workers. Instead of trying to phase them out of the workplace, employers now see mature workers as a valuable commodity, says Roy.

"We're finding that a lot of employers are beginning to recognize more and more the value of a mature worker," says Roy. "They looking at mature workers not for their brawn but for their brains."

Decisions, decisions

Returning to work will mean making some decisions. Retirees have to decide if they want to work in the same job they had before retirement, or if they want to explore a totally new career path. They also have to decide how much they want to work. There are many options, from full-time or part-time work to temporary, seasonal, freelance or contract positions.

Many retirees don't want to work the traditional 40-hour week, and employers are starting to listen to their needs. The City of Red Deer, for example, is introducing more flexible work hours to help attract mature workers. The city wants mature workers to act as leaders and mentors to younger staff.

Myth busting

Retirees who return may face obstacles, from physical challenges to workplace attitudes about older workers. Depending how many years they've been retired, it can be a difficult transition. They may not have up-to-date technical skills or may be unsure what information to include on their resumé.

CANADA PENSION PLAN IMPLICATIONS

If you're collecting Canada Pension Plan retirement pension (you can start collecting as early as age 60) returning to work will not affect your monthly payment. However, your employment income, plus your pension, may move you into a higher tax bracket.

"Your option in that situation may be to contribute to your RRSP to bring your taxes back down," says Red Deer chartered accountant Rose Marie Monea.

Retirees who return to work while collecting their Canada Pension Plan benefits don't have to pay into the plan. "For the new employer, it's a good deal because they're not having to pay the employer portion of the Canada Pension," notes Monea.

Employment income may have an affect on Old Age Security and Age Credit benefits (available at age 65). There are several variables, so check with your tax or retirement advisor to see how you may be affected, or call Service Canada toll free at 1-800-277-9914.

Roy says they may want to focus on their soft skills. Mature workers often bring to the table a strong work ethic, reliability, a good attitude, customer service skills and the benefit of their life experiences.

"It's about marketing yourself with those soft skills that are so important to employers," says Roy.

When retirees interact with potential employers, they also need to project an upbeat, energetic attitude and a willingness to learn new things.

"Your age is irrelevant if you show energy and enthusiasm for life and work," says Barbara Sheppard, director of the Career Assistance Network in Red Deer.

Resources

Employment agencies can help retirees adapt their resumés and find employers who hire mature workers. Labour Market Information Centres (see page 9 for a complete list) also provide assistance to job seekers of all ages. *Advanced Techniques for Work Search* (www.alis.gov.ab.ca/pdf/cshop/AdvancedTechniques.pdf) is a resource for job seekers with work experience or post secondary education. *The Job Seekers Handbook* (www.alis.gov.ab.ca/pdf/cshop/JobSeekers.pdf) provides tips for job seekers who have been away from the workforce for a long time.

COMING EVENTS IN CENTRAL ALBERTA

EMPLOYER CONNECTIONS

Employer Connections connects employers with job seekers. Presentations will be held on the following days: **Red Deer:** May 21 Boat Mart Ltd.; May 28 Bridge Brand Food Services; June 4 Aquila Publishing. Location: 1st Red Deer Place, 4911-51 St., 10:30 a.m. to 1 p.m. For more information call Diane Metzger at (403) 340-4821. **Wetaskiwin:** May 29 Catholic Social Services; May 29 Bridge Brand. Location: 1st Floor Macadil Building, 5202-51 Ave., 9:30 a.m. to noon. For more info call Moyra Kennedy at (780)360-9111.

BREAKFAST BEFORE BUSINESS

A business women's networking breakfast will be held June 17 at Stettler United Church. The event, sponsored by Alberta Employment and Immigration and the Stettler Board of Trade, runs from 7:30 a.m. to 8:45 a.m. and will include a guest speaker and video. RSVP before June 11 to the Board of Trade at (403) 742-3181.

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JOB SEEKERS

ALIS: New look, same great online employment help

There are hundreds of websites on the Internet providing online career, learning and employment advice. With so many options to choose from, it can be confusing and time consuming to find what you're looking for. But there is help available.

The Alberta Learning Information Service (ALIS) website aims to make the search a bit easier by providing a wealth of helpful information at the click of a mouse. The website (www.alis.alberta.ca) has just been redesigned to make it even easier for job seekers and career explorers to quickly find the information they need.

Here's some of what you can find on the ALIS website:

Occupational Profiles (OCCinfo)

Ever wondered what it would be like to be a nurse, a welder or a farrier? You can learn the facts about more than 500 jobs, including these, on the OCCinfo section of the ALIS website. A simple search will provide you with interesting details about each job, from working conditions and job duties to salaries, advancement opportunities and the personal characteristics and education needed to do the job.

Wages & Salaries (WAGEinfo)

If you're wondering how much your dream career pays, or you want to negotiate a raise, WAGEinfo provides the latest Alberta salary information on more than 500 jobs.

eProducts & Services

ALIS Tip Sheets are short, easy-to-read articles on topics ranging from career planning and career changing to resumé writing, how to apply for student financing and much more.

Job postings

The website has made the job search easier for users by compiling links to various job banks.

How to use the JobBank

JOB SEEKERS

Internet job boards like the Job Bank (www.jobbank.gc.ca) are powerful tools. With a few clicks, a job hunter can search any region of Canada for a particular job category, and even search for employers who've posted ads in the past. Job Bank also has advice on writing a resumé, tips for the job search, advice for finding unadvertised positions, information on self-employment, and notes on finding work in non-profit organizations. With computers and the Internet, job hunters can even automate parts of their job hunt.

With **Job Alert**, any job that matches one of three possible profiles will be automatically e-mailed to users.

Job Match allows a user to create profiles that will be automatically shown to employers searching for new workers.

Career Navigator helps job seekers explore their career options. They can complete various quizzes to outline their abilities and interests and receive suggestions on occupations matching their profile.

Once an occupation has been picked, the Career Navigator will provide information on wages and employment prospects to help them make an informed career decision.

(See page 9 for other job boards and more resources for employees.)

Employer Connections

Once a week Red Deer's Labour Market Information Centre hosts Employer Connections where an employer will be available to sit down and explain their labour needs. It's an opportunity for job seekers to speak directly with the people who can best explain a job and a career. Find out about upcoming Employer Connections by calling the Red Deer office at (403) 340-5353.

There are two-page summaries of past employer presentations at employment.alberta.ca/central.

This web page also has useful information on upcoming job fairs and events, links to previous editions of the Labour Market News, and links to Finding Work In..., a monthly publication giving practical advice about finding work in different industries.

EMPLOYERS

For employers, the Job Bank offers a simple and free way of posting job ads right across the country while the site's **Job Match** function allows employers to immediately search a database of resumés.

The site also has hundreds of well organized links and articles that explain every stage in the hiring process. To post a job ad visit www.jobbank.gc.ca.

Got Benefits?

Insurance plan the right moo-ve for milk haulers

Best Practice FOR EMPLOYERS

Got benefits? For Milk Movers, an Innisfail-area milk hauling company, that's a question at the top of the job check list for most potential new employees.

"It definitely is one of the first questions that candidates ask us about. Right after 'How much are you going to pay me to do this job?' they ask 'Can you describe your benefit plan?'" says Jill Wagers, who owns Milk Movers with her husband Ken.

She believes having a benefit plan has been an excellent recruitment and retention tool for the business. Although the company is small, with under 10 employees, the owners have provided group insurance benefits for 11 of their 12 years in operation.

When Milk Movers first signed up to a benefit plan, the company had only three employees.

"I had been working for a bank and I had a great benefit plan through them. I really saw value in my benefit plan. When we started our own company, we realized the people that worked for us didn't have anything. It was something to make sure they stayed with us," says Jill.

> "A benefit plan gives our staff peace of mind and it gives us peace of mind."

Eight employees now participate in the plan, including the company's truck drivers and a mechanic.

The Wagers researched various plans before settling on one that offered flexibility and a reasonable price.

An insurance company representative came to their farm, went over several different options and designed a plan that suited the needs of the company and the needs of employees.

Cost was definitely a concern for the Wagers. "We had only been in business for a year. There was lots of uncertainty," notes Jill.

However, the owners knew they could always drop the plan if cost became an issue.

Now, the Wagers look at the cost as an investment in both their company and their employees. Staff have dental, extended medical, long-term disability and life insurance coverage.

"A benefit plan gives our staff peace of mind and it gives us peace of mind," says Jill. "Life is uncertain. It's just one way that they can have a little comfort knowing that if the world falls out from underneath them they have that long-term disability and they have the benefits, like the medical plan. The extended medical plan is great."

For Milk Movers, an Innisfail-area milk hauling company, having a benefit plan has helped the company recruit new truck drivers.

An employer's cost for group insurance plans will depend on various factors, such as the level of coverage and whether or not employees pay for a portion of the coverage.

Jill says Milk Movers pays about $150 to $200 a month per employee.

The company covers 100 per cent of the monthly cost for long-term employees, and 50 per cent for new employees. Milk Movers also covers the deductible payments.

Jill says not only was it very easy to set up the plan, but it has been easy to administer, too.

"One of my favourite things as administrator of the plan is that most of the administration can be done on the Internet," she says. "I can add new employees online, I can make changes to their family status online. We can submit the forms online so that the payments for their drugs go automatically into their bank account."

The plan is also flexible, so changes can be made as the employees' needs change.

"We have made changes within the plan over the past 11 years to better suit our aging staff, but the nice thing is those changes were easy to make and cost effective," says Jill.

With truck drivers in high demand, Milk Movers will continue to provide group benefits and use the plan as tool for recruitment and retention.

"When we advertise for jobs, we advertise that we have a benefit plan," notes Jill. "We have some guys that say they really appreciate it and we have some guys who hardly acknowledge it—but they do use it."

EMPLOYERS

Group insurance plans

Continued from page 1

"In our market, particularly in the last number of years, attracting and retaining qualified employees has been a main concern of employers," says Bramm. "We've certainly seen an increase in the number of employers, of all sizes, who are adding benefits or enhancing their current benefit coverage."

An insurance plan not only provides staff with security and peace of mind—it can also help an employer stand out from the crowd. "Group benefits allows a company to distinguish itself from others in their competitive market," notes Bramm.

What does it cost?

According to an April 2007 *Benefits Fact Sheet* report from Vibrant Communities Calgary, employee health benefit plans usually cost between seven to 10 per cent or more of an employee's salary. Overall, the employer's cost will depend on the level of coverage and whether or not employees pay for a portion of the coverage.

Typically, employers pay a minimum of 50 per cent of the monthly rate. Some employers may pay 100 per cent, or costs could be split between the employer and employee. For example, the employer may pay 80 per cent and the employee pays 20 per cent. Most insurance companies have several different plans to choose from which can be tailored to meet the needs of an individual company and its employees.

Advantages of offering group insurance

- ☑ Helps attract and retain qualified staff
- ☑ Increases employee health
- ☑ Increases productivity
- ☑ Decreases employee sick time
- ☑ Boosts staff morale
- ☑ Cost is tax deductible
- ☑ Less expensive than a raise—no increase in CPP, WCB or EI premiums
- ☑ Enhances corporate image

"The beauty of the (Chamber) plan is that it is so versatile and small businesses can fit it into their budgets," says More.

Why is it important?

Besides helping attract and retain employees, there are other reasons to consider providing group insurance.

"It starts with protecting the health of a person's company by supporting the health of their most important asset ... their employees," says Bramm. "If you have healthy employees, you have higher productivity and output and generally less employee absenteeism and dissatisfaction. Everyone benefits."

Get a quote

There are dozens of group insurance providers operating in the province. Many professional and trade associations also offer packages to their members. Consult with employees to see what their needs are, then contact the insurance providers to find out about the various options and get a free quote.

FOR A BEST PRACTICE STORY ON A LOCAL SMALL BUSINESS OFFERING GROUP INSURANCE, SEE PAGE 7.

EMPLOYER

Resources

Both federal and provincial governments have practical programs to help meet the current need for workers in this tight labour market. Here are a few programs that can be of assistance to business.

Information sources

The Labour Market Information page on the Alberta Employment and Immigration (E&I) website offers links to labour force statistics, forecasts, and wage and salary information. (employment.alberta.ca/lmi)

- **The Central Alberta Economic Partnership (CAEP) website (www.centralalberta.ab.ca) has hundreds of links to information sources, and programs, including:**
- Support for Training Workers
- Wage Subsidy Programs
- Recruiting Employees
- Employment Services in Central Alberta
- Foreign Worker Employer Guide

Seminars and networking

Employer Connections are held every Wednesday at the Labour Market Information Centre, 2nd Floor, First Red Deer Place, 4911-51 St. (across from the Provincial Building).

The meetings are an opportunity to meet job seekers, employment agencies and career counsellors.

Each week a single employer is showcased and presents their perspective.

To participate free of charge call (403) 340-4347 and ask for a Business and Industry Liaison.

Labour solutions

- **Red Deer Aboriginal Employment Services. Ph. (403) 358-7734**
- **Career Assistance Network teams unemployed workers with employers. Ph. (403) 341-7811**
- **Employment Placement Support Services supports adults over 25, and persons with disabilities age 18 and over. Ph. (403) 343-6249**
- **Employment Access offers employment programs for clients with disabilities. Ph. (403) 341-2363**
- **DRES provides support and assistance to employers hiring people with disabilities. Contact the Canada-Alberta Service Centre in Red Deer. Ph. (403) 340-5353**

Personalized help when needed

There are dozens of programs available to employers. E&I employees will visit the workplace and provide a summary of options and opportunities.

For example, they can direct managers to initiatives that will help their business.

For more information call (403) 340-4347 and ask for a Business and Industry Liaison.

Sign up free: We're live and online

This publication, In the News, (an electronic digest about regional business expansions, relocations and closures) and Finding Work In, which profiles different career opportunities, are available online at employment.alberta.ca/central.

A free subscription service will notify you by e-mail when the latest edition of each product comes out.

On the same web page there are Labour Market News products for Stettler, Wetaskiwin, Vermillion and Wainwright.

JOB SEEKER

Resources

There are many resources in the central region that can be helpful to job seekers and workers alike.

Where to find us

This publication, In the News, (an electronic digest about regional business expansions, relocations and closures) and Finding Work In, which profiles different career opportunities, are available online at employment.alberta.ca/central.

A free subscription service will notify you by e-mail when the latest edition of each product comes out.

Job search and career websites

- www.jobbank.gc.ca **(Job listings, links and other services)**
- www.alis.gov.ab.ca **(Alberta Learning Information Service)**
- www.workopolis.ca **(Job listings)**
- www.monster.ca **(Job listings)**
- www.nextsteps.org **(Job resources for youth)**
- www.albertajobs.com **(Job listings)**
- www.hgcareers.com **(Job listings)**
- www.healthjobs.ab.ca **(Health care job listings)**

Job search and career information by phone

Alberta Career Information Hotline:

1-800-661-3753

Fax: (780) 422-0372 TDD: (780) 422-5283

Resumé review service

The Government of Alberta e-Resumé Review Service is a great way to have a resumé reviewed and improved, before sending it to employers.

To access the service, log on to www.alis.gov.ab.ca/hotline/resume and follow the instructions to send your resumé for review.

The service is free to residents of Alberta and those seeking work in Alberta.

Resources for labour market information

These websites offer a wealth of labour market information on Alberta and specific communities.

- employment.alberta.ca/lmi **(Alberta Employment and Immigration)**
- www.alis.gov.ab.ca **(Alberta Learning Information Service)**
- www.albertafirst.com **(Business and economic information)**
- www.centralalberta.ab.ca **(Central Alberta Economic Partnership)**
- www.alis.gov.ab.ca/employment/lmi/alberta.asp) **(Labour market information across Alberta)**
- www.labourmarketinformation.ca **(Service Canada)**

Seminars and networking

Employer Connections are held every Wednesday at the Labour Market Information Centre, 2nd Floor, First Red Deer Place, 4911-51 St. across from the Provincial Building.

The meetings are an opportunity to meet employers face to face.

New to Town?

Past issues of Labour Market News featured information for communities in Central Alberta.

See past bulletins for employment, social services, health care, transportation and other great resources available in your community.

City / Town	Month
Camrose	July 2007
Didsbury	October 2007
Drayton Valley	June 2007
Innisfail	September 2007
Lacombe	August 2007
Olds	February 2007
Ponoka	November 2007
Red Deer	January 2007
Rocky Mountain House	April 2007
Stettler	March 2007
Sylvan Lake	December 2007
Wetaskiwin	May 2007

LABOUR MARKET INFORMATION CENTRES

Labour Market Information Centres (LMIC's) provide information to help you make career, learning and work decisions. LMICs have books, magazines, newspapers, software and videos about employment-related topics.

There are LMIC's across Alberta. For a complete list, see: employment.alberta.ca/lmic.

LMIC's in Central Alberta:

Camrose Alberta Service Centre
3rd Flr., Gemini Centre, 6708 - 48 Ave.
Ph. (780) 608-2525

Drayton Valley Sub-Office
2nd Floor Provincial Building
5136 - 51 Ave. Ph. (780) 542-3134

Olds Alberta Service Centre
4905 - 50 Ave. Ph. (403) 507-8060

Red Deer Canada-Alberta Service Centre
2nd Floor First Red Deer Place, 4911 - 51 St.
Ph. (403) 340-5353

Rocky Mountain House Alberta Service Centre, 4919 - 51 St. Ph. (403) 845-8590

Stettler Alberta Service Centre
4835 - 50 St. Ph. (403) 742-7586

Wetaskiwin Alberta Service Centre
1st Floor Macadil Building
5201 - 51 Ave. Ph. (780) 361 1272

Lloydminster LMIC
5016 - 48 St. Ph. (780) 871-6445

Wainwright LMIC
810 - 14 Ave. Ph. (780) 842-7500

Vermilion LMIC
4701 - 52 St. Ph. (780) 853-8164